



## Eco-Social Development Organization (ESDO) Zonal Manager (Micro Finance Programme)

Application Deadline : 14 May 2026

### Summary

Vacancy: 06

Location: Anywhere in Bangladesh

Experience: 6 to 8 years

Age: At most 45 years

Salary: Negotiable

Published: 04 May 2026

### Requirements

#### Education

- Master's degree in Business Administration, Finance, Economics, or related field

#### Experience

- 6 to 8 years
- The applicants should have experience in the following business area(s): NGO

#### Additional Requirements

- Age At most 45 years
- For highly experience candidates, age will be relaxed
- Minimum 6–8 years of experience in Micro Finance sector
- At least 2–3 years in supervisory/management role
- Strong experience in field operations and branch management
- Strong leadership and team management skills
- Field-oriented problem-solving ability
- Strong communication and coordination skills
- Ability to work under pressure and achieve targets

- Integrity and accountability

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## **Responsibilities & Context**

ESDO was established in 1988 with the aim of supporting poor and marginalized people affected by the devastating flood and gradually moving towards achieving a broader vision of achieving sustainable, secured, and resilient livelihoods for these poor and marginalized people through improving their overall sustainable development. For the last more than three and a half decades of its development journey, ESDO has set an outstanding example of a sustainable development model for the underprivileged communities of Bangladesh. ESDO has been working in the country's primarily unserved and underserved locations, nurturing a community-focused participatory approach and people's ownership. Consequently, the ESDO's working area has already established an enabling environment. We have made notable achievements in livelihood improvement, food security and nutrition, education, women's empowerment, health, the promotion of children's rights, adolescent and youth engagement, and the rights of ethnic minorities. During this long span, we have adapted to the changing situation and provided the most time-bound effective services, especially to the poor and disadvantaged people. Considering the government's development policies, we are currently implementing a considerable number of projects and programs, including a microfinance program, through a community-focused and people-centered approach to accomplish the government's development agenda and the Sustainable Development Goals (SDGs) of the UN as a whole. One of the most dynamic organizations, ESDO, is expanding its development interventions across 422 upazilas under 56 districts of Bangladesh, thereby reaching over 15.73 million impoverished and vulnerable individuals.

Eco-Social Development Organization (ESDO) is a leading national NGO in Bangladesh, working since 1988 to promote human dignity, social justice, and sustainable development. ESDO operates an extensive Micro Finance Programme nationwide, focusing on financial inclusion, digital innovation, and community empowerment.

### **Position Overview**

ESDO is seeking a dynamic, disciplined, and results-oriented professional for the position of Zonal Manager to ensure effective implementation of Micro Finance operations at the zone level. The incumbent will play a critical role in achieving operational targets, strengthening compliance, and maintaining high performance across branches.

### **Key Responsibilities**

- Supervise and coordinate Area and **branch-level Micro Finance operations** within the assigned zone
- Ensure achievement of **loan disbursement, recovery, savings, and outreach targets**
- Maintain **OTR  $\geq$  98% and PAR  $\leq$  5%**
- Ensure strict **discipline, compliance, and operational efficiency**
- Monitor performance of AMs, **Branch Managers, and Field Officers**
- Conduct **regular field visits, audits, and monitoring activities**
- Identify operational challenges and ensure **immediate corrective action**
- Implement **cluster-based geographical model and digital MF systems (SISTE)**
- Ensure **zero tolerance on financial irregularities and corruption**
- Support staff motivation, training, and retention
- Prepare and submit **zonal reports** to Regional Manager

### **Key Performance Indicators (KPIs)**

- Portfolio growth and quality
- OTR  $\geq$  98%, PAR  $\leq$  5%
- Savings mobilization and client outreach
- Staff productivity and retention
- Compliance and discipline at branch level
- Digital system implementation

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### **Compensation & Other Benefits**

- **Attractive and competitive salary (Negotiable)**
- Performance-based incentives
- Provident Fund, Gratuity, Insurance
- TA/DA and field allowances
- Career advancement opportunities

### **Employment Status**

Full Time

### **Job Location**

Anywhere in Bangladesh

### Job Highlights

ESDO is seeking a dynamic, disciplined, and results-oriented professional for the position of Zonal Manager to ensure effective implementation of Micro Finance operations at the zone level.

### Read Before Apply

Eco-Social Development Organization (ESDO) follows a zero-tolerance policy against all forms of inhumane behavior, including child and youth abuse, gender-based violence, extremism and terrorism, corruption, sexual harassment, sexual misconduct, sexual exploitation, and abuse. If there is any evidence of your involvement in such behavior in your personal life or at any of your previous workplaces, you are kindly requested not to apply for this position. If any false information or such misconduct is discovered after appointment or during the period of employment, ESDO will take appropriate action in accordance with its internal policies and the prevailing laws of the Government of Bangladesh.

### Apply Procedure

#### Hard Copy

Interested candidates are requested to submit their resumes through the ESDO online career portal (<https://esdo.net.bd/career/>) by 5.00PM on 14/05/2026.

Only shortlisted applicants will be contacted and called for an interview.

Equal opportunity and promoting women & children's rights are mandates of ESDO.

### Company Information

Eco-Social Development Organization (ESDO)

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Address:

ESDO House, House # 748, Road no: 08, Baitul Aman Housing Society, Adabar, Dhaka-1207, Bangladesh

**Website:**

<https://esdo.net.bd/career/>

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